



## STAFF & VOLUNTEER APPLICATION

### PREAMBLE

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**Abiding Care exists to demonstrate Jesus Christ’s love and care well for those who walk through our doors. All staff and volunteers are representatives of Christ in every aspect of their work life, social life, and personal life. For that reason, all potential employees and volunteers who plan to work with clients must:**

1. Subscribe to the Abiding Care's Statement of Faith.
2. Be willing to allow all aspects of their life to be examined.
3. Answer some very personal questions regarding lifestyle and theology.
4. Be willing to permit an examination of police and criminal records.
5. Understand that references are required and that they will be contacted by phone and/or email.
6. If given a paid or volunteer position, agree to model Jesus Christ in all of their activities and submit to Abiding Care’s Code of Conduct.

**If you are not willing and able to voluntarily agree to all of the terms of this preamble, proceed no further.** The following information is requested solely for the purpose of evaluating the applicant for a position with Abiding Care.

### CONTACT INFO

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Name: \_\_\_\_\_  
Last First Middle Initial

Address: \_\_\_\_\_  
Number & Street City State Zip

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Best Way to Contact (*please circle*): Text Call Email

Emergency Contact: \_\_\_\_\_  
Name Phone Relationship

### ABIDING CARE STATEMENT OF FAITH

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#### 1. God, His Word & His Church

We believe the Bible to be the only inspired, trustworthy and true, without error, Word of God.



We believe there is only one God, who eternally exists in three persons: Father, Son and Holy Spirit.

We believe Jesus Christ is God, in His virgin birth, in His sinless life, in His miracles, in His death that paid for our sin through His shed blood, in His bodily resurrection, in His ascension/rising up to the right hand of the Father and in His personal return in power and glory.

We believe that acceptance of Jesus Christ is the only path to salvation for lost/sinful men and women.

We believe in the present ministry of the Holy Spirit, who lives within and guides Christians so they are enabled to live godly lives.

We believe in eternal life, and that through belief in Jesus Christ as the Son of God, we spend eternity with the Lord in Heaven. We believe that in rejecting Jesus Christ as Lord and Savior, we receive eternal suffering in hell.

We believe in the spiritual unity of believers in our Lord Jesus Christ, that all believers are members of His body, the Church.

***Scripture References:*** 2 Timothy 3:16-17; Matthew 28:19; John 1:1; Matthew 1:18, 25; Hebrews 4:15; Hebrews 9:15-22; 1 Corinthians 15:1-8; Acts 1:9-11; Hebrews 9:27-28; John 3:16; John 5:24; Titus 3:3-7; John 14:15-26; John 16:5-16; Ephesians 1:13-14; Matthew 25:31-46; 1 Thessalonians 4:13-18; Philippians 2:1-4

## **2. Human Sexuality & Marriage**

We believe that God created each person as male and female, biologically determined at conception. These two are distinct yet complementary genders that together reflect the image and nature of God.

We believe the term “marriage” has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture. We believe that God intends sexual intimacy to occur only between a man and woman who are married to each other. We believe that God has commanded that no intimate sexual activity be engaged outside of a marriage between a man and a woman.

***Scripture References:*** Genesis 1:26, Genesis 2:18-20, 24, Ephesians 5:32, 1 Corinthians 6:18, 1 Corinthians 7:2-5, Hebrews 13:4



### 3. Sanctity of Human Life

We believe that God is the author and creator of all life, and that we are created in His likeness and image. As such, we believe and affirm that all life has inherent value, worth, and dignity because it is created by God. On the basis of this inherent value, we seek to protect and care for life in all stages of God's creation, from conception to natural death.

We believe and affirm that life begins at conception, at which time the full genetic blueprint for life is in place. Accordingly, we believe that our expression of love and service to God requires that we work to protect and honor life in all stages of creation. As well, we believe and affirm that God's calling upon us commands that we make special efforts to protect the most vulnerable among us. As such, we view life from conception through birth to be uniquely vulnerable, and therefore work to protect and defend life in these early stages.

We believe that abortion and abortifacient medications are never necessary or appropriate medical care for women, or obviously, her unborn child. We believe that medical treatment for an ectopic pregnancy, miscarriage, molar pregnancy, etc. is not an abortion, even if it involves the same medications or procedures. All women should have access to these treatments without fear of prosecution or shame.

We also affirm the inherent dignity and humanity of all women who come to us in need, and recognize their vulnerability and often the difficult circumstances in which they have been placed. Accordingly, our love of God and service to our Lord Jesus Christ requires that we love and serve those in need, which extends not only to providing services through birth, but also a holistic approach that continues to care for and minister to the bodily and spiritual needs of mother, child, and family after birth. This help and care also includes ministering to those who are post-abortive through making available compassionate and biblical abortion recovery ministry to those who have been hurt by the choice of abortion, whether directly or indirectly.

***Scripture References:*** *Genesis 1:26; Psalm 139; Jeremiah 22:3; Psalm 127:3; Job 12:10; Jeremiah 17:14*

#### **Conclusion:**

God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ.

Every person must be afforded compassion, love, kindness, respect, and dignity regardless of their position and beliefs that may differ. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accordance with Scripture.



APPLICANT STATEMENT

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**Statement of Compliance**

I certify that I voluntarily agree with the Statement of Faith of Abiding Care without reservation or coercion and agree to exemplify and teach the principles contained therein, in word and action, in my duties for Abiding Care, and in my private life. Also, I understand that by accepting a position at Abiding Care I will be committing myself to serving others, and that my behavior and attitude will be examined in terms of my modeling and ministry to others. Furthermore, I understand that if employed, I will be required to abide by all Abiding Care policies, standards, and regulations, as they are initiated and maintained by Abiding Care.

**Statement of Authorization and Release of Respondents**

I hereby authorize Abiding Care to contact all prior employers and any references listed herein to verify all information provided and to obtain any and all information related to my character and past work performance. I further hereby release all references and prior employers from any liability for any damage that may result from providing information in good faith.

**Statement of Submission**

I recognize that as a condition of my employment or volunteering, I will be required to complete a background check and I consent to do so, realizing the importance of promoting Abiding Care's ability to protect its workers and those whom it serves. I affirm that I have neither been convicted of, nor am I the subject of pending charges for, any offense involving actual or attempted child abuse or sexual molestation in any jurisdiction.

**Statement of Truth**

I understand that this is an application for employment or volunteering and that no employment or volunteer position is being offered. I certify that statements provided in this application are true and complete, and that any misrepresentation or omission may be grounds for rejection of my application or for dismissal if I am employed. If I am employed and dismissed, I will be paid only through the date of dismissal.

EMPLOYMENT HISTORY

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**Where have you worked in the past 5 years?**

**Company:** \_\_\_\_\_ **Position:** \_\_\_\_\_

**Dates:** \_\_\_\_\_ to \_\_\_\_\_



**Supervisor Name:** \_\_\_\_\_

**Supervisor Email:** \_\_\_\_\_

**Currently Employed:** \_\_\_\_\_ **If no, reason for Leaving:** \_\_\_\_\_

**Responsibilities:**

**Company:** \_\_\_\_\_ **Position:** \_\_\_\_\_

**Dates:** \_\_\_\_\_ to \_\_\_\_\_

**Supervisor Name:** \_\_\_\_\_

**Supervisor Email:** \_\_\_\_\_

**Currently Employed:** \_\_\_\_\_ **If no, reason for Leaving:** \_\_\_\_\_

**Responsibilities:**

**Have you ever been disciplined or fired by your current or prior employers?**

**If yes, briefly explain the full circumstances, including the name of the employer, the date of the occurrence, and the reason for the discipline or firing.**

**If you are offered a position on staff, will you be able to verify that you are legally permitted to be employed in the United States under Title VIII, U.S. Code Section 1324A, either by proving US citizenship or permanent residence status or with an unexpired INS employment authorization?**

**CERTIFICATIONS**

**Please indicate any certifications you currently possess.**

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What level of CPR? \_\_\_\_\_

What level of other certification(s)? \_\_\_\_\_

EDUCATION HISTORY

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**School Name:** \_\_\_\_\_

**Major:** \_\_\_\_\_

**Dates:** \_\_\_\_\_ to \_\_\_\_\_

**School Type:** \_\_\_\_\_ **Highest Level:** \_\_\_\_\_

**Location:** \_\_\_\_\_

**Accomplishments:**

**School Name:** \_\_\_\_\_

**Major:** \_\_\_\_\_

**Dates:** \_\_\_\_\_ to \_\_\_\_\_

**School Type:** \_\_\_\_\_ **Highest Level:** \_\_\_\_\_

**Location:** \_\_\_\_\_

**Accomplishments:**

WORK/VOLUNTEER PREFERENCE

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**What position are you applying for? *If staff position, please list:*** \_\_\_\_\_

***If volunteer position, please circle:***

Volunteer Receptionist

Volunteer Nurse Assistant

Volunteer Parent Educator

Interpreter

Off-Site Mentor

Other \_\_\_\_\_



## CHURCH & MINISTRY INVOLVEMENT

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**What is the name and denomination of the church you attend?**

**Are you attending regularly?**

**What ministry/ministries have you been involved with? (ie. CRU, IV, Bible Study)**

## QUESTIONS FOR ALL APPLICANTS

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*Please answer each question thoroughly.*

**How did you hear of Abiding Care?**

**Did someone refer you to Abiding Care? If so, who?**

**Why do you desire to serve at Abiding Care?**

**What would Abiding Care gain by having you as staff or volunteer?**

**If married, how does your spouse feel about you working or volunteering at Abiding Care?**

**Are you currently seeking to adopt a child?**

**Do you believe abortion is every morally justified? Explain.**

**Is there any reason (physical/emotional/spiritual/etc.) why you might be unable to perform the duties of the position for which you are applying? If so, explain.**

**Explain the importance of authority in your life and describe how you respond to those in authority over you.**



**Explain how you came to know the Lord as your personal Savior.**

**Describe your current relationship with God and the effect it has on your daily life.**

**Do you believe that God's Word is the absolute truth? Please explain your answer.**

#### **BACKGROUND CHECK QUESTIONS**

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**Fully describe any and all pending charges and past arrests.**

**Fully describe convictions of any felonies or other crimes.**

**We take very seriously our legal and moral responsibility to provide a positive and wholesome environment for all of our staff, volunteers and clients/patients; therefore, we seek to maintain a staff of good character and testimony. As part of our background check on applicants, we consult online social networking sites and CCAP. Do you have any reason to believe that such a background check on you would disclose any negative information?**

**Would we find anything on your social media page that could be considered inflammatory or divisive? If yes, please explain.**

**Have you ever pled guilty, been found guilty, or are charges pending against you concerning any crime involving actual or attempted child abuse or sexual molestation in any jurisdiction? If yes, please explain.**





Have you ever been involved directly or indirectly in an incident of actual or attempted child abuse, sexual abuse, or any similar moral impropriety? If yes, please explain.

Have you ever been placed on any local, state, or federal registry for sex offenders? If yes, please explain.

BELIEFS

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*What do you believe the Bible teaches about the following areas?*

Creation and the Origin of Life?

Abortion?

Use of Tobacco, Marijuana, Alcohol?

Use of Illegal Drugs?

Homosexuality and Gender Identity?

Sex?

Depression & Self Harm?

Pornography?

*Please give a thorough explanation for any area listed above that you have struggled with and how God is giving you victory.*



REFERENCES

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***Please provide three references, including your pastor***

1. \_\_\_\_\_  
Name Address

\_\_\_\_\_  
Phone Relationship Years Acquainted

2. \_\_\_\_\_  
Name Address

\_\_\_\_\_  
Phone Relationship Years Acquainted

3. \_\_\_\_\_  
Name Address

\_\_\_\_\_  
Phone Relationship Years Acquainted

APPLICANT'S CERTIFICATION AND AGREEMENT

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I certify that the facts set forth in this application are true and complete to the best of my knowledge, and I authorize the pregnancy center to verify their accuracy and to obtain reference information concerning my character and capabilities. I release Abiding Care and any person or entity providing such reference information from any and all liability relating to the provision of such information or relating to any decisions made based upon such information.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date